



City of Riverside  
Human Resources Department  
*June 14, 2011*



# LABOR UPDATES

## Deal with SEIU Finalized

SEIU – On Tuesday, June 7, 2011 the City Council approved a new MOU with SEIU that covers employees in both the General bargaining unit and the Solid Waste bargaining unit. Representatives of SEIU who were in attendance at the City Council meeting were recognized by the City Manager and the City Council and praised for their efforts. Each City Councilmember spoke in support of the new deal and gave many thanks to all the employees in these bargaining units for ratifying the agreement and for “stepping up” to help the City make necessary reforms to the pension benefits. The deal is a two-year deal that creates a second tier of pension benefits for new hires in which employees pay their own contribution to CalPERS (currently 8% of salary) and also prevents pension benefit spiking by calculating the retirement benefit based on the average salary of the employee’s three highest years instead of the employee’s last highest year. This deal is a very responsible one given the skyrocketing costs for pensions, and it is also reflective of the close and effective relationship that has been forged between the Union and the City over recent years. Although the City and the Union had to make some tough choices with this deal, the manner in which both sides came together is as impressive as the idea of bringing the City closer to financial sustainability. In these financially uncertain times, it is reassuring to know that the City can rise to meet any fiscal challenges while protecting City services and employees because of the strong labor partnership with SEIU.

## Special points of interest

- Bargaining
- Pension
- SEIU

### General Information

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**Hours**

Mon - Fri

8:00am - 5:00pm

**Closed on Weekends and Major  
Holidays**